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From: Medina, Nicole (DPH)
Sent: Monday, March 05, 2012 3:29 PM
To: John, Betsey (DPH)
Cc: Corbett, Kate (DPH)
Subject: Nursing Mothers Room
Attachments: Reasonable breaktimes for nursing mothers.pdf

Hi Betsey,

Attached is the federal law that states some of the guidelines.

The lady at the DOL's name is Jeannie Kruja and her phone #'s are C: 617-233-1018 & W: 508-821-9106 ext. 13.

Some of the things we brought to her attention are the following: Accessibility of the room with the deadbolt option setting up for it to be single use; the location being a bathroom, the fact that the shower is in the pumping area and with it being wet daily it makes potential for bacteria growth as there isn't very good ventilation. Also there has been a non-nursing mother storing insulin in the ref. We were told it was our choice to use the deadbolt and that if another mom uses it then we just have to come back. We also brought up concerns regarding accessibility of retrieving pumped bottles from ref if you needed to leave and someone was using the deadbolt; John Nickerson purchased another ref and put it in the outside area to eliminate that problem. However, we use the lockers to store the pump and that would also be a problem. It was suggested that if there is going to be a single use option there needs to be another location b/c no mother should not have to wait to access the room the law states that it needs to be available "each and every time".

I really hope that you don't encounter these issues and that if you choose to use the room that it is a pleasant experience. Please pass this on to any other mothers that may use this room. If you think that you will use the room it may be a good idea to correct this situation before you return b/c I am not covered by this anymore and Kate will be finished in a couple of weeks they don't have to make any changes. Make sure that if you do pursue this you let them know that there has already been an investigation of the facility and recommendations were made but not corrected. I returned to work last May and this became a problem when the other mom using the room made a complaint to HR and it has gotten way out of hand; we asked for partitions or curtains to comply with the law and everything we suggested was shot down. We went to the Union in Sept when we didn't get any results and in December DPH told us to report this to DOL b/c they would welcome clarification of the law.

You can contact either myself or Kate if you have any questions or need our input on anything.

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